

Annual EEO Public File Report Form

Mountain Lake Public Telecommunications Council

[Call Sign - WCFE]

Annual EEO Public File Report

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): [Station Call Sign(s) and Communities of License] and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning February 1, 2007 to and including January 31, 2008 (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled "Full-time Positions for Which This Source Was Utilized" refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone or by e-mail.

* Indicates sources that have requested notification of job openings.

Appendix 1 to
Annual EEO Public File Report Form
Covering the Period from February 1, 2007 to January 31, 2008
Station(s) Comprising Station Employment Unit: [Station Call Signs - WCFE]

Section 1: Vacancy Information

Full-time Positions Filled By Job Title	Recruitment Source of Hiree	Total Number of Interviewees from All Sources for This Position	-
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ATTACHMENT C

* Indicates sources that have requested notification of job openings.

1	Director of Communications	MLPBS Website	4
2	Membership & Volunteer Coordinator	Internal Staff	2
3	Corporate Marketing Representative	Heard from an outside source	7
4	Corporate Marketing Representative	The Suburban	7
5	Master Control Board Operator	Press Republican	3
6	Major Gifts/Membership Coordinator	Outside Source	1
7	Coordinator of Special Events & Volunteers	MLPBS Website	3

Total Number of Persons Interviewed During Applicable Period: 27

* Indicates sources that have requested notification of job openings.

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from February 1, 2007 to January 31, 2008

Station(s) Comprising Station Employment Unit: [Station Call Sign - WCFE]

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
A	Press Republican	4	1
B	ETS		
C	NYS Dept. of Labor	4	
D	Westaff	2	
E	MLPBS Website	5	1
F	Chamber-oppshop.org	1	
G	Career Fair		
H	In-house posting		
I	*ProductionHUB		
J	Learned from an uw		
K	America's Job Bank.com	3	
L	*Wyeth		
M	*Conn. School of Broadcasting		
N	*Resources Unlimited		
O	*NYS Broadcasters Assoc.		
P	Staff Referral	2	1
Q	Blind Submission		
R	Heard from outside source	4	2
S	Previously interned @ the station & wanted to work here again		
T	PBS Connect Forum		
U	Current		
V	The Suburban	2	1
W	Graigs list.com	1	
X	*NETA		

INFORMATION REGARDING RECRUITMENT SOURCES CONTACTED FOR FULL-TIME VACANCIES
February 1, 2007 - JANUARY 31, 2008
(POST ON WEB & PUBLIC INSPECTION FILE)

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	Press Republican	Classified Department	3	
	170 Margaret Street	518-565-4105		
	Plattsburgh, NY 12901			
2	ETS	Several Contacts		
	142 Boynton Avenue	518-562-4673		
	Plattsburgh, NY 12901			
3	NYS Dept. of Labor (One Worksource)	Sue Myers	2	
	194 US Oval	518-561-0430		
	Plattsburgh, NY 12901			
4	Westaff	Gary Wagoner	1	
	307 W Bay Plaza	518-566-6061		
	Plattsburgh, NY 12901			
5	North Country Chamber of Commerce	www.opppshop.org	1	

INFORMATION REGARDING RECRUITMENT SOURCES CONTACTED FOR FULL-TIME VACANCIES
February 1, 2007 - JANUARY 31, 2008
(POST ON WEB & PUBLIC INSPECTION FILE)

P.O. Box 310 (7061 Rt. 9)		518-563-1000		
No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
	Plattsburgh, NY 12901			
6	Mountain Lake PBS (website)	www.mountainlake.org	4	
	One Sesame Street	518-563-9770		
	Plattsburgh, NY 12901			
7	Connecticut Schools of Broadcasting	csbnewjersey@800tvradio.com		yes
	377 Route 17 South Penthouse	201-288-5800 (www.800tvradio.com)		
	Hasbrouck Heights, NJ 07604	or Tom DeFranco		
8	In-House Employee		2	
9	Learned about position from underwriter			

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February 1, 2007 - JANUARY 31, 2008
(POST ON WEB & PUBLIC INSPECTION FILE)

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification	
10	NYS Broadcasters Association 1805 Western Avenue, Albany, NY 12203	Sandy 518-456-8888		yes	
11	Vermont Department of Labor 63 Pearl Street Burlington, VT 05401-4331	Tammy King 802-652-0303			
12	Job Fair				
13	ProductionHUB.com 801 W. Fairbanks Avenue Winter Park, FL 32789	Tara 407-629-4122		yes	
14	Resources Unlimited 69 Brinkerhoff Street Plattsburgh, NY 12901	Victoria Santaniello She wanted to be contacted via email-but it stopped going through		yes	

INFORMATION REGARDING RECRUITMENT SOURCES CONTACTED FOR FULL-TIME VACANCIES
February 1, 2007 - JANUARY 31, 2008
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		Victoria@bnsn.org 518-562-9675			
15	America's Online Job Bank.com		3		
16	Wyeth Pharmaceuticals 64 Maple Street Rouses Point, NY 12979	Barbara E. Hebert 518-297-5707			yes
17	Sent in blind submission				
18	Heard from an outside source		3		
19	Previously interned @ the station & would like to work here again				
20	PBS Connect Forum				
21	Current 6930 Carroll Avenue, Suite 350 Tacoma Park, MD 20912	Fax: 301-270-7241 Loreal@current.org classifieds@current.org			
22	The Suburban - Montreal	Yvonne Boucher Stoute	1		

INFORMATION REGARDING RECRUITMENT SOURCES CONTACTED FOR FULL-TIME VACANCIES
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23	Craigs List.com	On-line	1	
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SUPPLEMENTAL RECRUITMENT ACTIVITIES
UNDERTAKEN BY THE STATION

Station(s) Claiming Credit: Mountain Lake Public Telecommunications Council

1. Type of Activity Under New EEO Rule:[Job Fair, Scholarship Program, Etc.] Career Fair

Date of Station Participation: [On date; From date to date] 3 19-25-2007 via the Internet -
2007 NYS Broadcasters Career Fair - www.NYSBroadcastersCareerFair.com.

Participating Employees: Lisa Hoff, Executive Assistant

Host/Sponsor of Activity: The New York State Broadcasters Association, Inc, 1805 Western Avenue, Albany, NY 12203 - Telephone # 518-456-8888

Brief Description of Activity and Station Participation: This career fair was held on-line and we signed up for a booth code and entered our information to receive resumes for position at the station.

2. Activity: Career Fair - Career Night XXXI

Date(s): March 29, 2007

Participating Employees: Sharlene Petro-Durgan, Business Manager & Lisa Hoff,
Executive Assistant

Host/Sponsor of Activity: SUNY Plattsburgh - The Career Development Center in the
Angell College Center Ballrooms at Plattsburgh State University.

Brief Description of Activity and Station Participation: Sharlene and I had all unpaid department internship job descriptions available. We also had 2 open positions with their job descriptions: Director of Development & Corporate Marketing Representative. We also handed out volunteer opportunities and applications for employment with the station.

These career/job fairs are intended to look for employees for the organization and to meet with many applicants. We want to let the possible future employees to know about the career opportunities the station has to offer. We will be distributing copies of job descriptions, job applications, interview questions (for those we interview), volunteer brochures (for anyone interested in volunteering opportunities at the station), distributed copies of our current "Highpoints Program Guides", station banners with our logo and name to be displayed. We will also be gathering resumes and displaying our product.

3. Activity: Job Fair

Date(s): May 10, 2007

Participating Employees: Sharlene Petro-Durgan, Business Manager Lisa Hoff, Executive Assistant

Host/Sponsor of Activity: Plattsburgh-North Country Chamber of Commerce. The job fair was held at the Comfort Inn in Plattsburgh, New York

Brief Description of Activity and Station Participation: The station had two open positions: Director of Development and Master Control Board Operator. We had their job descriptions available. Sharlene and I had all unpaid department internship job descriptions available.

4)Type of Activity: Audio Conference - "Changing Employee Behavior: Performance Reviews that Work".

Date of Station Participation: May 17, 2007

Participating Employees: Alice Recore/President & CEO, Sharlene Petro-Durgan/
Business Manager, Paul King/Director of On-Air Fundraising, Richard Allen/Media Lab
Director, Rhonda Santos/Director of Communications, Colin Powers/Director of
Production & Programming

Host/Sponsor of Activity: (Larry Johnson) Speaker: Progressive Business Conferences from
370 Technology Drive, Malvern, PA 19355 - telephone #800-964-6033

Brief Description of Activity and Station Participation: I have attached the documentation of
the conference.

5) EEO Training – 7/9/07 @ 11:30 a.m. – Topic “SMART” Goal Setting. S.M.A.R.T. means
Specific, Measurable, Attainable, yet challenging, Relevant, and Trackable. Most of the
Executive Staff members attended: Charlie Zarbo, Rhonda Santos, Colin Powers, Richard Allen,
Jane Owens, Alice Recore and Sharlene Petro-Durgan

6) Job Fair - September 26, 2007 - Sponsored by the Plattsburgh-North Country Chamber of
Commerce. Fair held at the Comfort Inn & Suites from 4:00-8:00 p.m. Sharlene Petro-Durgan,
Business Manager, had applications available and all unpaid department internship job
descriptions. The station received/collected eleven resumes.

7) Fall 2007 School of Business & Economics Career Fair which will be held on Friday,
November 2, 2007 1:00-4:00 at the Redcay Hall in Plattsburgh. Sharlene Petro-Durgan and Lisa
Hoff were there to meet and recruit graduating seniors for professional positions; recruit students
for internship positions; and profile our company and employment opportunities to students and
develop contact with future graduates. The station received/collected eight resumes.